



CHULA VISTA, CALIFORNIA



CHIEF OF POLICE

CALL FOR APPLICATIONS



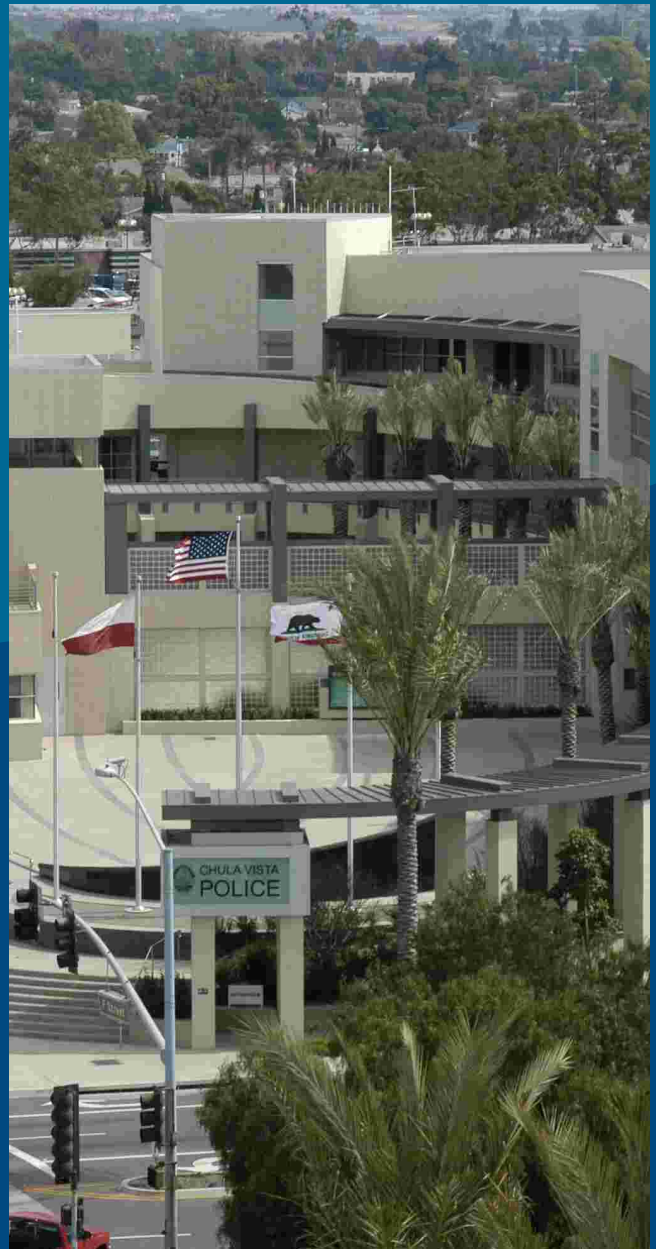
Recruitment Number: 09500104

Published Date: April 6, 2009

Filing Deadline:

May 29, 2009

(Must include an official City application, resume,
and letter of interest.)



CITY OF CHULA VISTA

CHIEF OF POLICE



The City of Chula Vista

Chula Vista is San Diego County's second largest city. Located seven miles south of downtown San Diego and seven miles north of the busiest international border crossing in the world, Chula Vista is at the crossroads of the San Diego/Baja region.

Planning for major projects is underway throughout this city including: development of a world-class bayfront; revitalization of the urban core; creation of a four-year university; and development of a 230-acre residential and employment center.

The City will soon be the site of a national energy center, which will host groundbreaking research into energy resources and energy use. Chula Vista's continuing emphasis on energy and conservation has established the city as a regional leader on environmental issues.

A variety of opportunities exist for expanding businesses and growing families. Chula Vista is home to one of the nation's few U.S. Olympic Training Centers, a nationally recognized concert venue, a wildlife preserve, a popular water theme park, and a charming downtown.

Both start-up firms and corporate giants thrive in Chula Vista's business friendly climate. Goodrich Aerostructures is one of Chula Vista's most established corporations. More recent arrivals include: Raytheon, a \$20 billion global technology firm; DNP Electronics America LLC, a subsidiary of the world's largest high tech printing company; and Hitachi Home Electronics America, a division of Hitachi Ltd., a \$423 billion international corporation.

The City of Chula Vista operates under its own charter with a Council/Manager form of government. A Mayor and four Councilmembers are elected at-large for four-year overlapping terms. The City has more than 1,000 employees and an annual operating budget of approximately \$142 million, allocated to the following departments and divisions:

- | | |
|-----------------------|----------------------------------|
| •City Attorney | •City Clerk |
| •City Manager | •Redevelopment |
| •Finance | •Engineering |
| •Fire | •Recreation & Nature Center |
| •Human Resources | •Library |
| •Housing | •Information Technology Services |
| •Public Works | •Planning |
| •Police | •Building |
| •Animal Care Facility | •Development Services |

The Police Department

The Chula Vista Police Department consists of 244 sworn and 102 civilian employees divided into the Patrol Operations, Investigations, Administrative Services and Fiscal Operations/Research Divisions.

- Patrol Operations: Includes Community Patrol, Traffic Operations, Police Dispatch, Street Team/Gang Suppression, and Service Dogs.
- Investigations: Consists of numerous units whose officers, detectives and civilians work predominately plain-clothes assignments. This Division includes Crimes of Violence, Special Investigations (and associated task forces), Family Protection, Property Crimes and the School Resource Officer (SRO) program.
- Administrative Services: Consists of the Professional Standards Unit, Police Support Services, Crime Lab, Public Information, Community Relations and the City Jail.
- Resource Management: Comprised of Fiscal & Resource Management, Research & Analysis and Police Technology units.

The Police Department Headquarters, located at 315 Fourth Avenue opened in 2004. The "state of the art" 150,000 square foot facility has enhanced and updated police operations and was designed to better serve the needs of the community in the future. Incorporated in the department is a Type I jail facility, giving the department the ability to take its law enforcement capabilities and service to a new level as the community continues to grow.

The Position

The Chief of Police is an at-will member of the executive team who reports directly to the City Manager. Under administrative direction of the City Manager, the Chief oversees the daily operations of the Police Department including law enforcement, crime prevention, and administrative support services and activities. This position is a key member of the City's executive management team and a highly visible and integral part of the Chula Vista community.

The current vacancy is due to the retirement of Chief Richard Emerson who came to the department in January, 1992; he'll serve until his replacement is selected. The new Chief will be expected to:

- Have demonstrated experience and success in problem-oriented policing.
- Be accessible, visible, and approachable to the community and will seek out, establish, and maintain collaborative relationships with the community and neighborhood representatives and groups.
- Work with neighboring jurisdictions and regional/law enforcement agencies in addressing common public safety issues and concerns.
- Possess demonstrated experience with multicultural issues.



CALL FOR APPLICATIONS

- Deal with border related crime, which impacts the community.
- Be responsible for the administration of the \$46 million department budget, leading staff, establishing and meeting department goals, and effectively dealing with challenges facing law enforcement.
- Have a solid understanding of budget principles as well as the financial constraints currently facing local government.
- Be prepared to deal with community concerns despite limited resources.
- Translate service priorities and community law enforcement concerns into vision and action.
- Continue to provide quality service despite budget constraints.
- Maintain an environment of mutual trust, fairness, integrity, and respect.
- Mentor and develop staff.

The successful candidate will have an opportunity to shape the future of the Chula Vista Police Department and make a difference in the community at large.

The Ideal Candidate

The ideal candidate must be well versed in problem oriented policing and innovative problem solving, and exhibit a history of building partnerships between the Department and the community. The candidate must be prepared to address crime and disorder issues which affect the quality of life in the community. Ideally, the new Chief will be an outstanding communicator with a demonstrated ability to collaborate with other City departments, elected officials, staff and a wide array of community organizations and individuals. The new Chief will be expected to be active in the community. This same level of interaction will be important to maintain positive relationships with department personnel. The ideal candidate must be confident, proactive, and a collaborative law enforcement professional with strong leadership and administrative skill. He/she must have the ability to foster and participate in a team environment; have substantial experience with labor unions; and be willing to further Chula Vista's role in regional activities.

Qualifications

The ideal candidate will have the equivalent of a bachelor's degree from an accredited college or university with major course work in criminal justice, public administration, business administration or a related field. Increasingly responsible police management experience in a municipal police department, including four years of administrative and managerial experience is expected.

Completion of the POST Command College, FBI National Academy or equivalent is highly desirable. The Chief of Police must maintain a valid California driver's license and insurability.

Compensation/Benefits

The salary range for this position is \$157,104 - \$190,962 annually. Placement within the range will be determined by the City Manager based on qualifications and prior experience. This position is an unclassified, at-will position. Please see the enclosed insert for a full description of the executive management benefits package.

Application & Selection Process

The final filing deadline for this recruitment is:

Friday, May 29, 2009

To be considered for this position please submit an official city application, a comprehensive resume and a letter of interest addressed to James Sandoval, City Manager.

Mail to:
City of Chula Vista
Human Resources Department
276 Fourth Avenue, MS H-100
Chula Vista, CA 91910

Questions and inquiries may be directed to Kelley Bacon, Director of Human Resources at (619) 691-5144 or kbacon@ci.chula-vista.ca.us.

Applications are accepted on-line via our website at www.chulavistaca.gov (with resume and letter of interest e-mailed directly to kbacon@ci.chula-vista.ca.us), or you may request an official city application by calling (619) 691-5096.

All applications and resumes received will be evaluated in relation to the criteria outlined in this brochure. Candidates with the most relevant qualifications will be invited to participate further in the selection process.

Post-offer: Employment is contingent upon successful completion of a medical/psychological exam and thorough background examination.

The provisions of this announcement do not constitute an express or implied contract, and any provision contained in the announcement may be modified or revoked without notice.

CHIEF OF POLICE

Benefits

Health and Welfare

The City provides an annual allotment of \$13,076 (\$1,089.67 per month) for executive employees to use toward the purchase of benefits available under the City's IRS Section 125 Cafeteria Benefits Plan (Flex Plan).

From this allotment, employees must choose coverage for themselves with one of the health plans offered by the City. With the remaining money, employees may elect: health coverage for their dependents, dental coverage for themselves and their dependents, set aside funds in a flexible spending account (FSA) for reimbursement of eligible health or dependent care expenses, or choose the taxable cash option.

HEALTH PLANS AND RETIREE HEALTH

The City currently offers the Kaiser and Aetna HMO plans and the Aetna PPO plan to its active employees and their dependents through a Flex Plan. Health coverage is effective on your date of hire. Individuals retiring from the City may choose to continue participating in the City's health plans at their own expense.

DENTAL INSURANCE

The City currently offers the Delta Care USA Pre-paid and Delta DPO Dental Plans. Coverage is effective on your date of hire.

VISION INSURANCE

The City currently offers the United Health Care Vision plan. Coverage is effective on your date of hire.

FLEXIBLE SPENDING ACCOUNTS (FSAs)

The City offers both health and dependent/child care FSAs. FSAs may be funded by your Flex Plan allotment and/or payroll deductions. The maximum annual payroll deduction Health FSA is \$5,000. Dependent/Child Care FSAs are limited to \$5,000 from all sources.

LIFE INSURANCE

The City provides Executive Managers with a \$50,000 Group Term Life and Accidental Death and Dismemberment policy. In addition to the basic life insurance provided by the City, employees may purchase Optional coverage in multiples of \$10,000, up to a maximum of \$550,000 or four times their annual salary, whichever is less. Coverage for your spouse or same sex domestic partner is available in \$10,000 increments up to the lesser of \$100,000 or 50% of your coverage, as long as you purchase Optional coverage for yourself.



SHORT/LONG-TERM DISABILITY (STD/LTD) INSURANCE

The City provides employees with Short Term and Long Term Disability insurance. If you are disabled according to the policy's definition of disability, you may be eligible to receive a benefit based upon 60% of your basic earnings up to a maximum of \$1,732 per week. Benefits would begin after an "Elimination Period" of 30 days for an accident or sickness and would be paid for as long as you continue to meet the policy's definition of disability. STD benefits are payable for up to nine weeks. After nine weeks, coverage transitions to LTD. LTD benefit is 60% of your monthly earnings to a maximum of \$7,500 per month. LTD benefits duration is based on your age when the disability occurs up to age 65 but not less than five years.

Retirement

BASIC RETIREMENT

The City contracts with CalPERS for the provisions of its retirement benefits. Safety members have the 3% @ 50 plan with the City paying the 9% employee contribution. Employees may retire when they reach 50 years of age with five years of CalPERS service credit. The City of Chula Vista does not participate in the Social Security system. The following is a summary of the CalPERS contract provisions:

- Formula: 3% @ 50
- One year final compensation
- Employee contributions (City paid): 9%
- 1959 survivor benefit (level 4)
- Post retirement survivor's continuance
- Employer paid member contributions (EPMC) reported as earnings
- Retired death benefit of \$5,000
- Military service credit as public service
- Credit for unused sick leave

DEFERRED COMPENSATION

A non-contributory deferred compensation plan is available. In addition, as part of the Executive Management benefit package, the employee may also choose to participate in the City's non-contributory 401(a) plan.

Vacation, Holidays and Leaves

VACATION

Executive Managers accrue 25 days per year at a rate of 7.69 hours per pay period. Maximum accrual is three times the annual accrual (75 days). Employees may sell back up to 80 hours of accrued vacation once per fiscal year.

MANAGEMENT LEAVE

Executive Managers receive 80 hours per fiscal year. Hours are credited at the beginning of each fiscal year and must be used prior to June 30. Hours are pro-rated based on start date.

SICK LEAVE

Executive Managers accrue 96 hours per year at a rate of 3.69 hours per pay period. If during a fiscal year in which the employee was employed as of July 1, they use 32 hours or less of sick leave, they may convert to cash 25% of the remaining fiscal year's accrual.

HARD HOLIDAYS

The City is closed and employees receive compensation for the following holidays:

- New Year's Day - January 1
- Martin Luther King, Jr. Day - Third Monday in January
- Cesar Chavez Day - March 31
- Memorial Day - Last Monday in May
- Independence Day - July 4
- Labor Day - First Monday in September
- Veterans Day - November 11
- Thanksgiving Day - Fourth Thursday in November
- Day after Thanksgiving
- Christmas - December 25

FLOATING HOLIDAYS

Employees are credited with 24 hours each fiscal year for the following three floating holidays:

- Lincoln's Birthday - February 12
- Washington's Birthday - Third Monday in February
- Admission Day - September 9

WORK FURLOUGH

Executive employees receive 40 hours credit to their furlough leave bank every fiscal year. There is a deduction of 1.92% from the employee's gross wages every pay period. Furlough hours will be available for employees to use throughout the fiscal year.

LEAVE BALANCE PAYOFF AT TERMINATION

All vacation and accrued floating holidays are paid in a lump sum payment upon termination. Sick leave balances will not be paid upon termination. If the employee retires from the City within four months of separation from employment, he/she may convert unused sick leave to additional CalPERS service credit at the rate of 0.004 year of service credit for each day of unused sick leave.

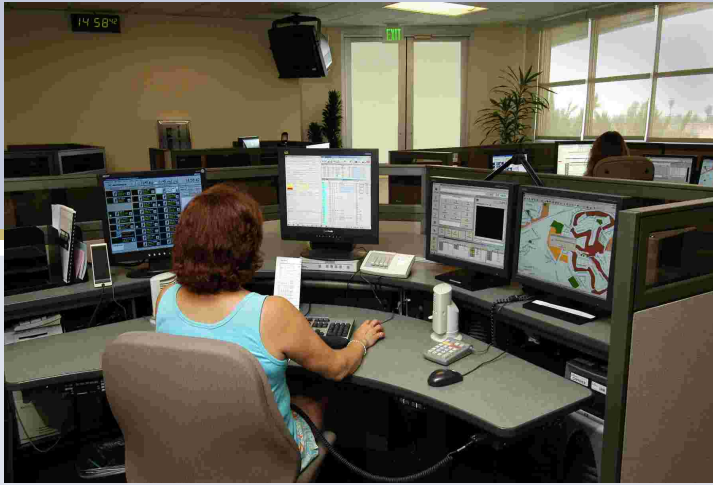
Other Benefits

AUTO ALLOWANCE

The City Manager may provide at his/her discretion an auto allowance of up to \$550 per month for certain Executive Managers with the allowance contingent upon evidence of adequate auto insurance. No auto allowance is provided when a manager is assigned a City vehicle.

SEVERANCE PAY

In the event that a department head, except the City Manager and City Attorney, is terminated without cause, he/she shall receive compensation in a lump sum cash payment equal to nine months of their annual salary and health insurance payments.



Human Resources Department
MS H-100, 276 Fourth Avenue
Chula Vista, CA 91910
(619) 691-5096 • fax (619) 409-5915
www.chulavistaca.gov

The City of Chula Vista is an Affirmative Action, Equal Opportunity employer and does not discriminate on the basis of race, color, creed, national origin, gender, sexual orientation, religion, age or disability in employment or in the provision of service.

Americans With Disabilities Act (ADA)

The City of Chula Vista will provide reasonable accommodations throughout the hiring process.

To request reasonable accommodations, contact the Human Resources Department.